

## HUMAN SERVICES - OTHER

Agency 120

### Human Rights Commission

#### Recommendation Summary

Dollars in Thousands

	Annual FTEs	General Fund State	Other Funds	Total Funds
<b>2003-05 Expenditure Authority</b>	47.7	4,795	1,660	6,455
<b>Total Maintenance Level</b>	47.7	5,109	1,677	6,786
Difference		314	17	331
Percent Change from Current Biennium	0.0%	6.5%	1.0%	5.1%
<b>Performance Changes</b>				
Washington Federation of State Employees Cost of Living Adjustment/Salary Survey		65	46	111
Super Coalition Health Benefits		64	38	102
Performance Pay		9	4	13
Nonrepresented Employees Cost of Living Adjustment		38	16	54
Nonrepresented Employees Health Benefit Change		10	4	14
Pension Method Change		(82)	(44)	(126)
General Inflation		(14)	(5)	(19)
Staff Training		46		46
<b>Subtotal</b>		136	59	195
<b>Total Proposed Budget</b>	47.7	5,245	1,736	6,981
Difference		450	76	526
Percent Change from Current Biennium	0.0%	9.4%	4.6%	8.1%
<b>Total Proposed Budget by Activity</b>				
Civil Rights Complaint Investigation	40.0	2,950	1,753	4,703
Civil Rights Education and Outreach		23	49	72
Commission Activity	.4	113		113
Administrative Activity	7.3	2,159	(66)	2,093
<b>Total Proposed Budget</b>	47.7	5,245	1,736	6,981

#### PERFORMANCE LEVEL CHANGE DESCRIPTIONS

##### Staff Training

The agency does not have a training budget, but training is an important element necessary to prepare the agency for civil service reform. Funding is provided to enhance professional performance.

#### ACTIVITY DESCRIPTIONS

##### Civil Rights Complaint Investigation

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, marital status, familial status, and disability.

**Civil Rights Education and Outreach**

Upon request, the commission provides specially tailored training to employers, labor organizations, housing providers, and community groups.

**Commission Activity**

The Governor appoints the five Human Rights Commissioners to staggered five-year terms. They provide the policy framework for the agency and appoint the executive director. Commissioners make the final determination on all complaints investigated by staff, except for those reasonable cause cases that are certified for hearing before an administrative law judge. The commissioners meet monthly at locations around the state.

**Administrative Activity**

Administrative support provides the infrastructure to ensure that the core work of the agency can be done efficiently and effectively.